Pursuant to Section 238 of the P.L. 246-2005, the Department of Child Services is required to submit to the legislative council and the health finance commission a report that contains statistics concerning the educational levels and salaries of child welfare and protection caseworkers and child welfare and protection caseworker supervisors.

I. Educational Levels of Child Welfare and Protection Caseworkers and Supervisors
As a result of P.L. 234 Sec. 96, the Department of Child Services is required to have
sufficiently qualified and trained child welfare and protection caseworkers. To respond to
that requirement the Department has raised the minimum educational requirement for
incoming caseworkers from a high school diploma to a bachelor degree. Currently, over
76% of the caseworkers in the state have a bachelor degree. In several small counties
100% of the caseworkers have bachelor degrees. Exhibit 1 details the educational levels of
the caseworkers across the state and Exhibit 2 details the educational levels of the
caseworkers by county.

The minimum educational requirements for a child welfare and protection caseworker supervisor is a bachelor degree in Child Development, Education, Healthcare, Psychology, Guidance and Counseling, Social Work, Sociology, Criminology or related area or a master degree in Social Work from an accredited university or college. Currently, over 77% of the supervisors in the state have a bachelor degree and over 16% have master degrees. 40% of the supervisors with master degrees majored in Social Work. In several small counties 100% of the supervisors have master degrees. Exhibit 3 details the educational levels of the supervisors across the state and Exhibit 4 details the educational levels of the supervisors by county.

II. Salary Levels of Child Welfare and Protection Caseworkers and Supervisors

Newly hired child welfare and protection caseworkers are initially classified as Family Case Manager 3. This position is paid \$28,600 annually. Once the individuals successfully complete the Child Welfare Training Institute, they are reclassified as a Family Case Manager 2, which is paid \$32,084 annually. Currently, the average salary of a child welfare or protection caseworker across the state is \$34,264.56. Child welfare and protection caseworkers in Parke County had the highest average salary and Warren County caseworkers had the lowest average salary among all the caseworkers in the state. Exhibit 5 details average child welfare and protection caseworkers' salary by county.

The minimum salary for a child welfare or protection caseworker supervisor is \$36,634. Currently, the average salary of a supervisor across the state is \$40,420.18. The average salary for supervisors in Pike County was \$5,000 above the state average and is the highest average salary of any county in the state. In contrast, Putnam County which has the lowest average salary in the state among all the supervisors is \$7,000 less than the state average for supervisors. Exhibit 6 details average child welfare and protection supervisors' salary by county.

Exhibit 1: Degree Levels of the Caseworkers Across the State

Degree	# of Caseworkers	% of Total
ASSOCIATE DEGREE	28	3.05%
BACHELOR	698	76.12%
DOCTORATE	2	0.22%
High School Diploma	17	1.85%
MASTER	131	14.29%
PARTIAL COLLEGE	41	4.47%
TOTAL	917	

Exhibit 2: Degree Levels of the Caseworkers By County

County	Degree	# of Caseworkers/ Degree/County	% of County Total
Adams	BACHELOR	1	33.33%
	MASTER	2	66.67%
Allen	BACHELOR	46	95.83%
	MASTER	2	4.17%
Bartholomew	BACHELOR	9	90.00%
	PARTIAL COLLEGE	1	10.00%
Benton	MASTER	1	100.00%
Blackford	BACHELOR	2	100.00%
Boone	BACHELOR	4	66.67%
	MASTER	1	16.67%
	PARTIAL COLLEGE	1	16.67%
Brown	BACHELOR	1	50.00%
	HIGH SCHOOL	•	00.0070
	DIPLOMA	1	50.00%
Carroll	BACHELOR	1	50.00%
	PARTIAL COLLEGE	1	50.00%
Cass	BACHELOR	4	100.00%
Clark	BACHELOR	16	88.89%
	MASTER	2	11.11%
Clay	BACHELOR	2	66.67%
	MASTER	1	33.33%
Clinton	BACHELOR	6	100.00%
Crawford	BACHELOR	4	80.00%
	PARTIAL COLLEGE	1	20.00%
Daviess	BACHELOR	4	100.00%
Dearborn	BACHELOR	5	71.43%
	MASTER	2	28.57%
Decatur	BACHELOR	4	80.00%
	PARTIAL COLLEGE	1	20.00%
DeKalb	BACHELOR	6	85.71%
	MASTER	1	14.29%
Delaware	ASSOCIATE DEGREE	1	3.70%
	BACHELOR	16	59.26%
	HIGH SCHOOL		
	DIPLOMA	1	3.70%
	MASTER	7	25.93%
	PARTIAL COLLEGE	2	7.41%
DuBois	BACHELOR	3	60.00%
	MASTER	2	40.00%
Elkhart	ASSOCIATE DEGREE	1	4.17%
	BACHELOR	15	62.50%
	DOCTORATE	1	4.17%
	HIGH SCHOOL DIPLOMA	2	8.33%
	MASTER	4	6.33% 16.67%
	PARTIAL COLLEGE	1	4.17%
	I AITHAL GOLLEGE	Į	4.17/0

County	Degree	# of Caseworkers/ Degree/County	% of County Total
Fayette	BACHELOR	5	83.33%
	HIGH SCHOOL DIPLOMA	1	16.67%
Floyd	ASSOCIATE DEGREE	1	14.29%
	BACHELOR	4	57.14%
	MASTER	2	28.57%
Fountain	BACHELOR	1	50.00%
	HIGH SCHOOL	,	50.000 /
Franklin	DIPLOMA	1 2	50.00%
Franklin Fulton	BACHELOR BACHELOR	3	100.00% 75.00%
FullOff	MASTER	3 1	25.00%
Gibson	BACHELOR	6	85.71%
Ciboon	MASTER	1	14.29%
Grant	ASSOCIATE DEGREE	1	9.09%
	BACHELOR	7	63.64%
	HIGH SCHOOL DIPLOMA	1	9.09%
	MASTER	2	18.18%
Greene	ASSOCIATE DEGREE	2	33.33%
0.001.0	BACHELOR	4	66.67%
Hamilton	BACHELOR	4	80.00%
	MASTER	1	20.00%
Hancock	BACHELOR	1	33.33%
	MASTER	2	66.67%
Harrison	BACHELOR	4	66.67%
	MASTER	1	16.67%
	PARTIAL COLLEGE	1	16.67%
Hendricks	BACHELOR	4	66.67%
	MASTER PARTIAL COLLEGE	1	16.67%
Henry	BACHELOR	1 8	16.67% 100.00%
Howard	BACHELOR	7	77.78%
Howard	PARTIAL COLLEGE	2	22.22%
Huntington	BACHELOR	3	75.00%
	MASTER	1	25.00%
Jackson	BACHELOR	5	62.50%
	HIGH SCHOOL		
	DIPLOMA	1	12.50%
laan an	MASTER	2	25.00%
Jasper	BACHELOR MASTER	2	66.67% 33.33%
Jay	BACHELOR	1	50.00%
Jay	MASTER	1	50.00%
		·	22.0070
Jefferson	ASSOCIATE DEGREE	1	10.00%
	BACHELOR	8	80.00%
	PARTIAL COLLEGE	1	10.00%
Jennings	ASSOCIATE DEGREE	1	12.50%
	BACHELOR	7	87.50%

Johnson	County	Degree	# of Caseworkers/ Degree/County	% of County Total
Knox ASSOCIATE DEGREE 1 16.67% BACHELOR 5 83.33% Kosciusko BACHELOR 4 66.67% MASTER 2 33.33% LaGrange ASSOCIATE DEGREE 1 25.00% BACHELOR 1 25.00% MASTER 1 25.00% MASTER 1 25.00% MASTER 1 25.00% MASTER 1 25.00% BACHELOR 70 72.16% HIGH SCHOOL 10IPLOMA 3 3.09% MASTER 16 16.49% PARTIAL COLLEGE 7 7.22% Lawrence BACHELOR 11 84.62% MASTER 2 15.38% Lawrence BACHELOR 16 84.21% DOCTORATE 1 5.26% Martial ASSOCIATE DEGREE 5 2.91% Marion ASSOCIATE DEGREE 5 2.91% MASTER 29	Johnson	BACHELOR	_	72.73%
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Newton MASTER 1 11.11% Newton PARTIAL COLLEGE 1 100.00% Noble BACHELOR 4 80.00% MASTER 1 20.00% Ohio BACHELOR 4 66.67% MASTER 2 33.33% Orange ASSOCIATE DEGREE 1 33.33% BACHELOR 2 66.67% Owen BACHELOR 4 100.00%			1	11.11%
Noble BACHELOR MASTER 4 80.00% 1 Ohio BACHELOR MASTER 4 66.67% 66.67% 1 Orange ASSOCIATE DEGREE BACHELOR 1 33.33% 2 Owen BACHELOR 2 66.67% 4			1	
MASTER 1 20.00% Ohio BACHELOR 4 66.67% MASTER 2 33.33% Orange ASSOCIATE DEGREE 1 33.33% BACHELOR 2 66.67% Owen BACHELOR 4 100.00%	Newton	PARTIAL COLLEGE	1	100.00%
Ohio BACHELOR MASTER 4 66.67% Orange ASSOCIATE DEGREE 1 33.33% BACHELOR 2 66.67% Owen BACHELOR 4 100.00%	Noble	BACHELOR	4	80.00%
MASTER 2 33.33% Orange ASSOCIATE DEGREE 1 33.33% BACHELOR 2 66.67% Owen BACHELOR 4 100.00%		MASTER	1	
Orange ASSOCIATE DEGREE 1 33.33% BACHELOR 2 66.67% Owen BACHELOR 4 100.00%	Ohio	BACHELOR	4	66.67%
BACHELOR 2 66.67% Owen BACHELOR 4 100.00%		MASTER	2	33.33%
Owen BACHELOR 4 100.00%	Orange			33.33%
			2	66.67%
Parke BACHELOR 2 100.00%			· ·	
	Parke	BACHELOR	2	100.00%

Perry BACHELOR 3 75.00% Pike ASSOCIATE DEGREE 1 25.00% Porter ASSOCIATE DEGREE 1 25.00% Porter ASSOCIATE DEGREE 1 9.09% BACHELOR 9 81.82% BACHELOR 9 81.82% MASTER 1 9.09% Posey BACHELOR 2 100.00% Putnam BACHELOR 5 100.00% Putnam BACHELOR 5 100.00% Randolph BACHELOR 5 83.33% PARTIAL COLLEGE 1 16.67% Rush ASSOCIATE DEGREE 1 30.3% BACHELOR 2 66.67% Saint Joseph ASSOCIATE DEGREE 1 30.3% BACHELOR 2 66.67% Saint Joseph ASSOCIATE DEGREE 1 30.3% MASTER 8 24.24% PARTIAL COLLEGE 2 6.667% Seott	County	Degree	# of Caseworkers/ Degree/County	% of County Total
Pike ASSOCIATE DEGREE BACHELOR 1 25.00% Porter ASSOCIATE DEGREE BACHELOR 9 81.82% BACHELOR 9 81.82% MASTER 1 9.09% Posey BACHELOR 2 100.00% Pulsaki PARTIAL COLLEGE 2 100.00% Putnam BACHELOR 5 100.00% Randolph BACHELOR 3 100.00% Randolph BACHELOR 5 83.33% PARTIAL COLLEGE 1 16.67% Rush ASSOCIATE DEGREE 1 33.33% PARTIAL COLLEGE 1 30.3% BACHELOR 2 66.67% Saint Joseph ASSOCIATE DEGREE 1 3.03% BACHELOR 2 6.667% Saint Joseph ASSOCIATE DEGREE 1 3.03% MASTER 1 3.03% MASTER 1 1.00% Shelby BACHELOR 6 85.71% MAST	Perry	BACHELOR		75.00%
Porter		=		25.00%
Porter	Pike	ASSOCIATE DEGREE		25.00%
BACHELOR		BACHELOR	3	75.00%
Posey BACHELOR 1 9.09%	Porter		1	9.09%
Posey BACHELOR 2 100.00% Pulaski PARTIAL COLLEGE 2 100.00% Putnam BACHELOR 5 100.00% Randolph BACHELOR 5 83.33% Ripley BACHELOR 5 83.33% PARTIAL COLLEGE 1 16.67% Rush ASSOCIATE DEGREE 1 33.33% BACHELOR 2 66.67% Saint Joseph ASSOCIATE DEGREE 1 3.03% BACHELOR 21 63.64% HIGH SCHOOL 10IPLOMA 1 3.03% BACHELOR 2 6.06% Scott BACHELOR 6 85.71% MASTER 1 14.29% Shelby BACHELOR 5 83.33% Spencer BACHELOR 2 100.00% Starke BACHELOR 2 100.00% Starke BACHELOR 2 100.00% Steuben BACHELOR 3 75.00%		BACHELOR	9	81.82%
Pulaski PARTIAL COLLEGE 2 100.00% Putnam BACHELOR 5 100.00% Randolph BACHELOR 3 100.00% Ripley BACHELOR 5 83.33% PARTIAL COLLEGE 1 16.67% Rush ASSOCIATE DEGREE 1 33.33% BACHELOR 2 66.67% Saint Joseph ASSOCIATE DEGREE 1 3.03% BACHELOR 21 63.64% HIGH SCHOOL DIPLOMA 1 3.03% MASTER 8 24.24% PARTIAL COLLEGE 2 6.06% Scott BACHELOR 6 85.71% MASTER 1 14.29% Shelby BACHELOR 5 83.33% MASTER 1 16.67% Starke BACHELOR 2 100.0% Starke BACHELOR 2 100.0% Steuben BACHELOR 5 71.43% MASTER		MASTER	1	9.09%
Putnam BACHELOR 5 100.00% Randolph BACHELOR 3 100.00% Ripley BACHELOR 5 83.33% PARTIAL COLLEGE 1 16.67% Rush ASSOCIATE DEGREE 1 33.33% BACHELOR 2 66.67% Saint Joseph ASSOCIATE DEGREE 1 3.03% BACHELOR 2 66.67% Saint Joseph ASSOCIATE DEGREE 1 3.03% BACHELOR 2 16.64% HIGH SCHOOL 1 63.64% HIGH SCHOOL 1 1 3.03% MASTER 8 24.24% PARTIAL COLLEGE 2 6.06% Scott BACHELOR 6 85.71% Spencer BACHELOR 5 83.33% Spencer BACHELOR 2 100.00% Starke BACHELOR 2 100.00% Starke BACHELOR 5 71.43% MaSTER	Posey	BACHELOR	2	100.00%
Randolph BACHELOR 3 100.00% Ripley BACHELOR 5 83.33% Rush ASSOCIATE DEGREE 1 16.67% Saint Joseph ASSOCIATE DEGREE 1 30.3% BACHELOR 2 66.67% Saint Joseph ASSOCIATE DEGREE 1 3.03% BACHELOR 21 63.64% HIGH SCHOOL DIPLOMA 1 3.03% MASTER 8 24.24% PARTIAL COLLEGE 2 6.06% Scott BACHELOR 6 85.71% MASTER 1 14.29% Shelby BACHELOR 5 83.33% MASTER 1 16.67% Starke BACHELOR 2 100.00% Starke BACHELOR 2 66.67% Starke PARTIAL COLLEGE 1 33.33% Steuben BACHELOR 3 75.00% MASTER 2 28.57% Sullivan	Pulaski	PARTIAL COLLEGE	2	100.00%
Ripley BACHELOR PARTIAL COLLEGE 5 83.33% PARTIAL COLLEGE 1 16.67% 16.67% Rush ASSOCIATE DEGREE BACHELOR BACHELOR HIGH SCHOOL DIPLOMA 1 30.3% 66.67% Saint Joseph ASSOCIATE DEGREE 1 30.3% 30.3% 46.64% HIGH SCHOOL DIPLOMA 1 3.03% 46.64% HIGH SCHOOL DIPLOMA 1 3.03% 46.66% Scott BACHELOR PARTIAL COLLEGE 2 6.06% 68.571% Scott BACHELOR MASTER 1 14.29% 14.29% Shelby BACHELOR MASTER 1 16.67% 16.67% Spencer BACHELOR 5 83.33% 83.33% Starke BACHELOR 2 100.00% 16.67% Starke BACHELOR 2 100.00% 13.333% Steuben BACHELOR 5 71.43% 13.333% Steuben BACHELOR 5 71.43% 12.500% Switzerland ASSOCIATE DEGREE 1 11.11%	Putnam	BACHELOR	5	100.00%
PARTIAL COLLEGE	Randolph	BACHELOR	3	100.00%
Rush ASSOCIATE DEGREE 1 33.33% BACHELOR 2 66.67% Saint Joseph ASSOCIATE DEGREE 1 3.03% BACHELOR 21 63.64% HIGH SCHOOL DIPLOMA 1 3.03% MASTER 8 24.24% PARTIAL COLLEGE 2 6.06% Scott BACHELOR 6 85.71% MASTER 1 14.29% Shelby BACHELOR 5 83.33% MASTER 1 16.67% Spencer BACHELOR 2 100.00% Starke BACHELOR 2 100.00% Starke PARTIAL COLLEGE 1 33.33% Steuben BACHELOR 5 71.43% MASTER 2 28.57% Sullivan BACHELOR 3 75.00% MASTER 1 11.11% Fippecanoe BACHELOR 7 777.78% MASTER 1 50.00% </td <td>Ripley</td> <td>BACHELOR</td> <td>5</td> <td>83.33%</td>	Ripley	BACHELOR	5	83.33%
Saint Joseph BACHELOR 2 66.67% Saint Joseph ASSOCIATE DEGREE 1 3.03% BACHELOR 21 63.64% HIGH SCHOOL DIPLOMA 1 3.03% MASTER 8 24.24% PARTIAL COLLEGE 2 6.06% Scott BACHELOR 6 85.71% MASTER 1 14.29% Shelby BACHELOR 5 83.33% Shelby BACHELOR 5 83.33% MASTER 1 16.67% Spencer BACHELOR 2 100.00% Starke BACHELOR 2 66.67% Starke PARTIAL COLLEGE 1 33.3% Steuben BACHELOR 5 71.43% MASTER 2 28.57% Sullivan BACHELOR 3 75.00% MASTER 1 11.11% Tippecanoe BACHELOR 7 77.78% PARTIAL COLLEGE <		PARTIAL COLLEGE	1	16.67%
Saint Joseph ASSOCIATE DEGREE 1 3.03% BACHELOR 21 63.64% HIGH SCHOOL DIPLOMA 1 3.03% MASTER 8 24.24% PARTIAL COLLEGE 2 6.06% Scott BACHELOR 6 85.71% MASTER 1 14.29% Shelby BACHELOR 5 83.33% MASTER 1 16.67% Spencer BACHELOR 2 100.00% Starke BACHELOR 2 66.67% Starke PARTIAL COLLEGE 1 33.33% Steuben BACHELOR 5 71.43% MASTER 2 28.57% Sullivan BACHELOR 3 75.00% MASTER 1 11.11% Switzerland ASSOCIATE DEGREE 1 11.11% FARTIAL COLLEGE 1 11.11% Tipton ASSOCIATE DEGREE 1 11.11% BACHELOR 1	Rush	ASSOCIATE DEGREE	1	33.33%
BACHELOR		BACHELOR	2	66.67%
HIGH SCHOOL DIPLOMA	Saint Joseph	ASSOCIATE DEGREE	1	3.03%
MASTER			21	63.64%
Scott BACHELOR 6 85.71% MASTER 1 14.29% Shelby BACHELOR 5 83.33% MASTER 1 16.67% Spencer BACHELOR 2 100.00% Starke BACHELOR 2 66.67% Starke PARTIAL COLLEGE 1 33.33% Steuben BACHELOR 5 71.43% MASTER 2 28.57% Sullivan BACHELOR 3 75.00% MASTER 1 25.00% Switzerland ASSOCIATE DEGREE 1 11.11% BACHELOR 7 77.78% PARTIAL COLLEGE 1 11.11% Tipton ASSOCIATE DEGREE 1 50.00% MASTER 1 50.00% Union ASSOCIATE DEGREE 1 50.00% PARTIAL COLLEGE 1 50.00% Vanderburgh BACHELOR 16 72.73% Vermillion BACHELOR </td <td></td> <td>DIPLOMA</td> <td>1</td> <td>3.03%</td>		DIPLOMA	1	3.03%
Scott BACHELOR MASTER 6 85.71% MASTER Shelby BACHELOR BACHELOR 5 83.33% MASTER Spencer BACHELOR 2 100.00% Starke Spencer BACHELOR 2 66.67% MASTER Starke PARTIAL COLLEGE 1 33.33% MASTER Steuben BACHELOR 5 71.43% MASTER Sullivan BACHELOR 3 75.00% MASTER Switzerland ASSOCIATE DEGREE 1 11.11% MASTER Switzerland ASSOCIATE DEGREE 1 11.11% MASTER Tippecanoe BACHELOR 7 77.78% MASTER Tipton ASSOCIATE DEGREE 1 50.00% MASTER Union ASSOCIATE DEGREE 1 50.00% MASTER Vanderburgh BACHELOR 1 50.00% MASTER Vermillion BACHELOR 3 100.00% MASTER Vigo BACHELOR 14 82.35% MASTER Wabash BACHELOR 5 83.33%		MASTER	8	24.24%
Shelby BACHELOR 5 83.33% MASTER 1 16.67% Spencer BACHELOR 2 100.00% Starke BACHELOR 2 66.67% Starke PARTIAL COLLEGE 1 33.33% Steuben BACHELOR 5 71.43% MASTER 2 28.57% Sullivan BACHELOR 3 75.00% MASTER 1 25.00% Switzerland ASSOCIATE DEGREE 1 11.11% Fippecanoe BACHELOR 7 77.78% PARTIAL COLLEGE 1 11.11% Tipton BACHELOR 17 85.00% MASTER 3 15.00% Union ASSOCIATE DEGREE 1 50.00% Vanderburgh BACHELOR 1 50.00% Vanderburgh BACHELOR 16 72.73% Vermillion BACHELOR 3 100.00% Vigo BACHELOR 3 100.00% Wabash BACHELOR 5 83.33% </td <td></td> <td>PARTIAL COLLEGE</td> <td>2</td> <td>6.06%</td>		PARTIAL COLLEGE	2	6.06%
Shelby BACHELOR 5 83.33% MASTER 1 16.67% Spencer BACHELOR 2 100.00% Starke BACHELOR 2 66.67% Starke PARTIAL COLLEGE 1 33.33% Steuben BACHELOR 5 71.43% MASTER 2 28.57% Sullivan BACHELOR 3 75.00% MASTER 1 25.00% Switzerland ASSOCIATE DEGREE 1 11.11% BACHELOR 7 77.78% PARTIAL COLLEGE 1 11.11% Tippecanoe BACHELOR 17 85.00% MASTER 3 15.00% Tipton ASSOCIATE DEGREE 1 50.00% Union ASSOCIATE DEGREE 1 50.00% Vanderburgh BACHELOR 1 50.00% Vanderburgh BACHELOR 16 72.73% Vermillion BACHELOR 3 100.00% Vigo BACHELOR 3 100.00% Wabash </td <td>Scott</td> <td>BACHELOR</td> <td>6</td> <td>85.71%</td>	Scott	BACHELOR	6	85.71%
MASTER 1 16.67% Spencer BACHELOR 2 100.00% Starke BACHELOR 2 66.67% Starke PARTIAL COLLEGE 1 33.33% Steuben BACHELOR 5 71.43% MASTER 2 28.57% Sullivan BACHELOR 3 75.00% MASTER 1 25.00% Switzerland ASSOCIATE DEGREE 1 11.11% BACHELOR 7 77.78% PARTIAL COLLEGE 1 11.11% Tipton ASSOCIATE DEGREE 1 50.00% MASTER 3 15.00% Union ASSOCIATE DEGREE 1 50.00% Vanderburgh BACHELOR 1 50.00% Vanderburgh BACHELOR 16 72.73% Vermillion BACHELOR 3 100.00% Vigo BACHELOR 3 100.00% Wabash BACHELOR 5 83.33% <td></td> <td>MASTER</td> <td>1</td> <td>14.29%</td>		MASTER	1	14.29%
Spencer BACHELOR 2 100.00% Starke BACHELOR 2 66.67% Starke PARTIAL COLLEGE 1 33.33% Steuben BACHELOR 5 71.43% MASTER 2 28.57% Sullivan BACHELOR 3 75.00% MASTER 1 25.00% Switzerland ASSOCIATE DEGREE 1 11.11% BACHELOR 7 77.78% PARTIAL COLLEGE 1 11.11% Tippecanoe BACHELOR 17 85.00% MASTER 3 15.00% Tipton ASSOCIATE DEGREE 1 50.00% BACHELOR 1 50.00% Union ASSOCIATE DEGREE 1 50.00% Vanderburgh BACHELOR 1 50.00% Vanderburgh BACHELOR 16 72.73% Vermillion BACHELOR 3 100.00% Vigo BACHELOR 14 82.35% MASTER 3 17.65% Wabash BACHELOR 5 83.33%	Shelby	BACHELOR	5	83.33%
Starke BACHELOR 2 66.67% Starke PARTIAL COLLEGE 1 33.33% Steuben BACHELOR 5 71.43% MASTER 2 28.57% Sullivan BACHELOR 3 75.00% MASTER 1 25.00% Switzerland ASSOCIATE DEGREE 1 11.11% BACHELOR 7 77.78% PARTIAL COLLEGE 1 11.11% Tippecanoe BACHELOR 17 85.00% MASTER 3 15.00% Tipton ASSOCIATE DEGREE 1 50.00% BACHELOR 1 50.00% Vanderburgh BACHELOR 1 50.00% Vanderburgh BACHELOR 16 72.73% Vermillion BACHELOR 3 100.00% Vigo BACHELOR 14 82.35% MASTER 3 17.65% Wabash BACHELOR 5 83.33%	•	MASTER	1	16.67%
Starke PARTIAL COLLEGE 1 33.33% Steuben BACHELOR 5 71.43% MASTER 2 28.57% Sullivan BACHELOR 3 75.00% MASTER 1 25.00% Switzerland ASSOCIATE DEGREE 1 11.11% BACHELOR 7 77.78% PARTIAL COLLEGE 1 11.11% Tippecanoe BACHELOR 17 85.00% MASTER 3 15.00% Tipton ASSOCIATE DEGREE 1 50.00% BACHELOR 1 50.00% Union ASSOCIATE DEGREE 1 50.00% Vanderburgh BACHELOR 1 50.00% Vanderburgh BACHELOR 16 72.73% Vermillion BACHELOR 3 100.00% Vigo BACHELOR 14 82.35% MASTER 3 17.65% Wabash BACHELOR 5 83.33%	Spencer	BACHELOR	2	100.00%
Steuben BACHELOR 5 71.43% MASTER 2 28.57% Sullivan BACHELOR 3 75.00% MASTER 1 25.00% Switzerland ASSOCIATE DEGREE 1 11.11% BACHELOR 7 77.78% PARTIAL COLLEGE 1 11.11% Tippecanoe BACHELOR 17 85.00% MASTER 3 15.00% Tipton ASSOCIATE DEGREE 1 50.00% Union ASSOCIATE DEGREE 1 50.00% Vanderburgh BACHELOR 1 50.00% Vanderburgh BACHELOR 16 72.73% MASTER 6 27.27% Vermillion BACHELOR 3 100.00% Vigo BACHELOR 14 82.35% MASTER 3 17.65% Wabash BACHELOR 5 83.33%	Starke	BACHELOR	2	66.67%
Sullivan MASTER 2 28.57% BACHELOR 3 75.00% MASTER 1 25.00% Switzerland ASSOCIATE DEGREE 1 11.11% BACHELOR 7 77.78% PARTIAL COLLEGE 1 11.11% Tippecanoe BACHELOR 17 85.00% MASTER 3 15.00% Tipton ASSOCIATE DEGREE 1 50.00% BACHELOR 1 50.00% Vanderburgh BACHELOR 16 72.73% Vermillion BACHELOR 16 72.73% Vermillion BACHELOR 3 100.00% Vigo BACHELOR 14 82.35% MASTER 3 17.65% Wabash BACHELOR 5 83.33%	Starke	PARTIAL COLLEGE	1	33.33%
Sullivan BACHELOR MASTER 3 75.00% Switzerland ASSOCIATE DEGREE 1 11.11% BACHELOR 7 777.78% 7 77.78% PARTIAL COLLEGE 1 11.11% Tippecanoe BACHELOR 17 85.00% MASTER 3 15.00% Tipton ASSOCIATE DEGREE 1 50.00% BACHELOR 1 50.00% Union ASSOCIATE DEGREE 1 50.00% Vanderburgh BACHELOR 16 72.73% Waster 6 27.27% Vermillion BACHELOR 14 82.35% Vigo BACHELOR 14 82.35% Wabash BACHELOR 5 83.33%	Steuben	BACHELOR	5	71.43%
Switzerland ASSOCIATE DEGREE 1 11.11% BACHELOR 7 77.78% PARTIAL COLLEGE 1 11.11% Tippecanoe BACHELOR 17 85.00% MASTER 3 15.00% Tipton ASSOCIATE DEGREE 1 50.00% BACHELOR 1 50.00% Union ASSOCIATE DEGREE 1 50.00% PARTIAL COLLEGE 1 50.00% Vanderburgh BACHELOR 16 72.73% Vermillion BACHELOR 3 100.00% Vigo BACHELOR 14 82.35% Wabash BACHELOR 5 83.33%		MASTER	2	28.57%
Switzerland ASSOCIATE DEGREE BACHELOR 7 77.78% PARTIAL COLLEGE 1 11.11% Tippecanoe BACHELOR 17 85.00% MASTER 3 15.00% MASTER 3 15.00% BACHELOR 1 50.00% BACHELOR 1 50.00% BACHELOR 1 50.00% PARTIAL COLLEGE 1 50.00% PARTIAL COLLEGE 1 50.00% WASTER 6 27.27% WASTER 6 27.27% WASTER 6 27.27% Vermillion BACHELOR 3 100.00% Vigo BACHELOR 3 100.00% WASTER 3 17.65% Wabash BACHELOR 5 83.33%	Sullivan	BACHELOR	3	75.00%
BACHELOR 7 77.78% PARTIAL COLLEGE 1 11.11% Tippecanoe BACHELOR 17 85.00% MASTER 3 15.00% Tipton ASSOCIATE DEGREE 1 50.00% BACHELOR 1 50.00% Union ASSOCIATE DEGREE 1 50.00% PARTIAL COLLEGE 1 50.00% Vanderburgh BACHELOR 16 72.73% Vermillion BACHELOR 3 100.00% Vigo BACHELOR 14 82.35% Wabash BACHELOR 5 83.33%		MASTER	1	25.00%
BACHELOR 7 77.78% PARTIAL COLLEGE 1 11.11% Tippecanoe BACHELOR 17 85.00% MASTER 3 15.00% Tipton ASSOCIATE DEGREE 1 50.00% Union ASSOCIATE DEGREE 1 50.00% Vanderburgh BACHELOR 16 72.73% Vanderburgh BACHELOR 16 72.73% Vermillion BACHELOR 3 100.00% Vigo BACHELOR 14 82.35% Wabash BACHELOR 5 83.33%	Switzerland	ASSOCIATE DEGREE	1	11.11%
Tippecanoe BACHELOR MASTER 17 85.00% Tipton ASSOCIATE DEGREE BACHELOR 1 50.00% Union ASSOCIATE DEGREE BACHELOR 1 50.00% Vanderburgh PARTIAL COLLEGE 1 50.00% Vanderburgh BACHELOR BACHELOR BACHELOR 16 72.73% Vermillion BACHELOR BACHELOR 3 100.00% Vigo BACHELOR BACHELOR 14 82.35% Wabash BACHELOR 5 83.33%		BACHELOR	7	
MASTER 3 15.00% Tipton ASSOCIATE DEGREE 1 50.00% BACHELOR 1 50.00% Union ASSOCIATE DEGREE 1 50.00% PARTIAL COLLEGE 1 50.00% Vanderburgh BACHELOR 16 72.73% MASTER 6 27.27% Vermillion BACHELOR 3 100.00% Vigo BACHELOR 14 82.35% MASTER 3 17.65% Wabash BACHELOR 5 83.33%		PARTIAL COLLEGE	1	11.11%
MASTER 3 15.00% Tipton ASSOCIATE DEGREE 1 50.00% Union ASSOCIATE DEGREE 1 50.00% Vanderburgh PARTIAL COLLEGE 1 50.00% Vanderburgh BACHELOR 16 72.73% MASTER 6 27.27% Vermillion BACHELOR 3 100.00% Vigo BACHELOR 14 82.35% MASTER 3 17.65% Wabash BACHELOR 5 83.33%	Tippecanoe	BACHELOR	17	85.00%
Tipton ASSOCIATE DEGREE BACHELOR 1 50.00% Union ASSOCIATE DEGREE PARTIAL COLLEGE 1 50.00% Vanderburgh BACHELOR BACHELOR BACHELOR 16 72.73% Vermillion BACHELOR BACHELOR BACHELOR 3 100.00% Vigo BACHELOR SBACHELOR BACHELOR BAC	• •	MASTER	3	15.00%
Union BACHELOR 1 50.00% Vanderburgh ASSOCIATE DEGREE 1 50.00% Vanderburgh BACHELOR 16 72.73% MASTER 6 27.27% Vermillion BACHELOR 3 100.00% Vigo BACHELOR 14 82.35% MASTER 3 17.65% Wabash BACHELOR 5 83.33%	Tipton		1	
Vanderburgh PARTIAL COLLEGE 1 50.00% Vanderburgh BACHELOR 16 72.73% MASTER 6 27.27% Vermillion BACHELOR 3 100.00% Vigo BACHELOR 14 82.35% MASTER 3 17.65% Wabash BACHELOR 5 83.33%	·	BACHELOR	1	50.00%
Vanderburgh BACHELOR BACHELOR MASTER 16 72.73% Vermillion BACHELOR 3 100.00% Vigo BACHELOR 14 82.35% MASTER 3 17.65% Wabash BACHELOR 5 83.33%	Union	ASSOCIATE DEGREE	1	50.00%
Vanderburgh BACHELOR MASTER 16 72.73% Vermillion BACHELOR 3 100.00% Vigo BACHELOR 14 82.35% MASTER 3 17.65% Wabash BACHELOR 5 83.33%		PARTIAL COLLEGE	1	
Vermillion MASTER 6 27.27% Vigo BACHELOR 3 100.00% Vigo BACHELOR 14 82.35% MASTER 3 17.65% Wabash BACHELOR 5 83.33%	Vanderburgh	BACHELOR	16	
Vigo BACHELOR 14 82.35% MASTER 3 17.65% Wabash BACHELOR 5 83.33%	<u> </u>	MASTER	6	27.27%
Vigo BACHELOR 14 82.35% MASTER 3 17.65% Wabash BACHELOR 5 83.33%	Vermillion			
MASTER 3 17.65% Wabash BACHELOR 5 83.33%			_	
Wabash BACHELOR 5 83.33%	Č			
	Wabash			

County	Degree	# of Caseworkers/ Degree/County	% of County Total
Warren	ASSOCIATE DEGREE	1	50.00%
	BACHELOR	1	50.00%
Warrick	BACHELOR	6	100.00%
Washington	ASSOCIATE DEGREE	1	33.33%
	BACHELOR	2	66.67%
Wayne	ASSOCIATE DEGREE	1	12.50%
	BACHELOR	6	75.00%
	HIGH SCHOOL		
	DIPLOMA	1	12.50%
Wells	ASSOCIATE DEGREE	1	33.33%
	BACHELOR	1	33.33%
	PARTIAL COLLEGE	1	33.33%
White	BACHELOR	2	100.00%
Whitley	PARTIAL COLLEGE	1	100.00%

Exhibit 3: Degree Levels of the Supervisors Across the State

Degree	# of Supervisors	% of Total
ASSOCIATE DEGREE	2	1.21%
BACHELOR	128	77.58%
DOCTORATE	1	0.61%
HIGH SCHOOL DIPLOMA	2	1.21%
MASTER	27	16.36%
PARTIAL COLLEGE	5	3.03%
TOTAL	165	

Exhibit 4: Degree Levels of the Supervisors By County

EXIIIDIL 4. Doği oo Eo	volo or the ouper vice	# of	# of	% of
County	Degree	Supervisors/ Degree/County	Supervisors/ Degree/County	County Total
Adams	BACHELOR	1	1	100%
Allen	BACHELOR	7	7	100%
Bartholomew	BACHELOR	1	1	100%
Carroll	MASTER	1	1	100%
Cass	BACHELOR	1	1	100%
Clark	BACHELOR	1	2	50%
	MASTER	1	2	50%
Clay	BACHELOR	1	1	100%
Clinton	MASTER	1	1	100%
Crawford	BACHELOR	1	1	100%
Daviess	BACHELOR	1	1	100%
Dearborn	BACHELOR	1	1	100%
Decatur	BACHELOR	1	1	100%
DeKalb	BACHELOR	1	1	100%
Delaware	BACHELOR	3	3	100%
DuBois	BACHELOR	1	1	100%
Elkhart	BACHELOR	1	1	100%
Fayette	BACHELOR	1	1	100%
Floyd	BACHELOR	1	1	100%
Fountain	BACHELOR	1	1	100%
Fulton	BACHELOR	1	1	100%
Gibson	MASTER	1	1	100%
Grant	BACHELOR	2	2	100%
Greene	BACHELOR	1	1	100%
Hancock	BACHELOR	1	1	100%
Harrison	BACHELOR	1	1	100%
Hendricks	BACHELOR	1	1	100%
Henry	BACHELOR	1	1	100%
Howard	BACHELOR	2	2	100%
Huntington	BACHELOR	1	1	100%
Jackson	MASTER	1	1	100%
Jasper	MASTER	1	1	100%
Jay	MASTER	1	1	100%
Jefferson	BACHELOR	1	1	100%
Jennings	BACHELOR	1	1	100%
Johnson	BACHELOR	1	1	100%
Knox	BACHELOR	1	1	100%
LaGrange	BACHELOR ASSOCIATE	1	1	100%
Lake	DEGREE	2	30	7%
	BACHELOR HIGH SCHOOL	19	30	63%
	DIPLOMA	2	30	7%
	MASTER	5	30	17%
	PARTIAL COLLEGE	2	30	7%
Laporte	BACHELOR	4	4	100%
Lawrence	BACHELOR	1	1	100%
Madison	BACHELOR	3	3	100%

County	Degree	# of Supervisors/ Degree/County	# of Supervisors/ Degree/County	% of County Total
Marion	BACHELOR	20	28	71%
	DOCTORATE	1	28	4%
	MASTER	6	28	21%
	PARTIAL COLLEGE	1	28	4%
Marshall	BACHELOR	1	1	100%
Martin	BACHELOR	1	1	100%
Miami	BACHELOR	1	1	100%
Monroe	BACHELOR	3	3	100%
Montgomery	MASTER	1	1	100%
Morgan	BACHELOR	1	1	100%
Newton	MASTER	1	1	100%
Ohio	BACHELOR	1	1	100%
Orange	PARTIAL COLLEGE	1	1	100%
Perry	PARTIAL COLLEGE	1	1	100%
Pike	BACHELOR	1	1	100%
Porter	BACHELOR	2	2	100%
Pulaski	BACHELOR	1	1	100%
Putnam	BACHELOR	1	1	100%
Randolph	MASTER	1	1	100%
Ripley	BACHELOR	1	1	100%
Rush	BACHELOR	2	2	100%
Saint Joseph	BACHELOR	4	5	80%
	MASTER	1	5	20%
Shelby	MASTER	1	1	100%
Starke	BACHELOR	1	1	100%
Steuben	MASTER	1	1	100%
Sullivan	BACHELOR	1	1	100%
Switzerland	BACHELOR	1	1	100%
Tippecanoe	BACHELOR	2	2	100%
Vanderburgh	BACHELOR	6	7	86%
-	MASTER	1	7	14%
Vigo	BACHELOR	2	3	67%
_	MASTER	1	3	33%
Warren	BACHELOR	1	1	100%
Warrick	BACHELOR	1	1	100%
Wayne	BACHELOR	3	4	75%
-	MASTER	1	4	25%
Wells	BACHELOR	1	1	100%
Whitley	BACHELOR	1	1	100%

Exhibit 5: Average Salary of the Caseworkers By County

Exhibit 5. Average Salary		-
County	Average Salary	# of Caseworkers
Parke	\$39,087.75	2
Newton	\$38,746.50	1
Spencer	\$38,688.00	2
Starke	\$38,449.75	3
Lake	\$36,710.83	97
Clay	\$36,692.50	3
Adams	\$36,543.00	3
Hendricks	\$36,377.99	6
Floyd	\$36,158.57	7
Carroll	\$36,123.75	2
Switzerland	\$36,064.60	9
Union	\$36,016.50	2
Madison	\$35,940.11	19
Wayne	\$35,904.38	8
Laporte	\$35,834.00	13
Blackford	\$35,782.50	2
Martin	\$35,782.50	2
Tipton	\$35,782.50	2
White	\$35,675.25	2
Orange	\$35,639.50	3
Warrick	\$35,549.58	6
Randolph	\$35,433.67	3
Jefferson	\$35,427.60	10
Pulaski	\$35,207.25	2
Grant	\$35,093.50	11
Elkhart	\$35,049.35	24
Saint Joseph	\$35,022.39	33
Jasper	\$34,911.50	3
Noble	\$34,890.70	5
Bartholomew	\$34,758.75	10
Henry	\$34,702.69	8
Washington	\$34,677.50	3
Kosciusko	\$34,649.33	6
Decatur	\$34,633.30	5
Vermillion	\$34,608.17	3
DuBois	\$34,577.30	5
Howard	\$34,528.00	9
Vigo	\$34,521.88	17
Marshall	\$34,445.67	6
Wells	\$34,445.67	3
Huntington	\$34,375.25	4
Boone	\$34,331.92	6
Perry	\$34,268.00	4
STATE OF INDIANA	\$34,264.56	917
Vanderburgh	\$34,246.73	22
Knox	\$34,140.17	6
Ripley	\$34,126.00	6
Daviess	\$34,126.00 \$34,116.88	4
Porter	\$34,110.00	11
Hamilton	\$34,066.27 \$34,045.70	5
Pike		
FIKE	\$34,025.88	4

County	Average Salary	# of Caseworkers
Sullivan	\$33,986.88	4
Ohio	\$33,982.00	6
Dearborn	\$33,929.07	7
Fulton	\$33,830.88	4
Brown	\$33,822.75	2
Gibson	\$33,768.43	7
Fayette	\$33,753.42	6
Allen	\$33,726.33	48
Monroe	\$33,639.45	16
Owen	\$33,613.13	4
Posey	\$33,579.00	2
Johnson	\$33,564.23	11
Delaware	\$33,487.97	27
Clark	\$33,479.60	18
Scott	\$33,470.36	7
Putnam	\$33,459.40	5
Lawrence	\$33,450.63	8
Marion	\$33,291.47	172
Fountain	\$33,286.50	2
Franklin	\$33,286.50	2
Jay	\$33,286.50	2
Whitley	\$33,286.50	1
Wabash	\$33,190.08	6
Shelby	\$33,156.50	6
Cass	\$33,119.13	4
Crawford	\$33,061.60	5
Harrison	\$32,995.08	6
LaGrange	\$32,985.88	4
DeKalb	\$32,912.29	7
Greene	\$32,885.67	6
Rush	\$32,885.67	3
Jackson	\$32,787.63	8
Miami	\$32,784.70	5
Clinton	\$32,580.17	6
Jennings	\$32,562.00	8
Hancock	\$32,484.83	3
Steuben	\$32,101.64	7
Montgomery	\$32,099.44	8
Benton	\$32,084.00	1
Morgan	\$31,691.11	g
Tippecanoe	\$31,339.21	20
Warren	\$28,177.50	2

Exhibit 6: Average Salary of the Supervisors By County

Exhibit 6: Average Salary of the		
Country	Average	# of
County	Salary	Supervisors
Pike	\$46,020.00	1
Hendricks	\$45,766.50	1
Madison	\$45,558.50	3
Knox	\$45,103.50	1
Carroll	\$44,811.00	1
Warrick	\$43,953.00	1
Daviess	\$43,933.50	1
Clinton	\$43,914.00	1
Perry	\$43,485.00	1
Ripley	\$43,095.00	1
Switzerland	\$43,036.50	1
Greene	\$42,978.00	1
Hancock	\$42,978.00	1
Jennings	\$42,939.00	1
Grant	\$42,870.75	2
Montgomery	\$42,841.50	1
Orange	\$42,627.00	1
Howard	\$42,566.16	2
Fulton	\$42,315.00	1
Whitley	\$42,315.00	1
Saint Joseph	\$42,237.00	5
DeKalb	\$42,217.50	1
Crawford	\$42,198.00	1
Bartholomew	\$42,178.50	1
Clark	\$42,178.50	2
Henry	\$42,178.50	1
Jefferson	\$42,178.50	1
Johnson	\$42,178.50	1
Lawrence	\$42,178.50	1
Rush	\$42,100.50	2
Martin	\$41,808.00	1
Ohio	\$41,671.00	1
Huntington	\$41,632.50	1
Cass	\$41,476.50	1
Sullivan	\$41,437.50	1
Harrison	\$41,359.50	1
Wayne	\$41,242.50	4
LaGrange	\$41,145.00	1
DuBois	\$40,969.50	1
Floyd	\$40,909.30	1
Dearborn	\$40,852.50	1
Laporte	\$40,706.25	4
Monroe	\$40,536.17	3
STATE OF INDIANA	\$40,420.18	165
Delaware	\$40,365.00	3
Fayette	\$40,342.12	1
Adams	\$40,111.50	1
Lake	\$40,079.00	30
Elkhart	\$40,053.00	1
Marion	\$40,038.19	28

	Average	# of
County	Salary	Supervisors
Jay	\$39,955.50	1
Allen	\$39,816.10	7
Porter	\$39,682.50	2
Randolph	\$39,156.00	1
Vigo	\$38,889.50	3
Newton	\$37,947.00	1
Pulaski	\$37,947.00	1
Wells	\$37,947.00	1
Vanderburgh	\$37,929.36	7
Fountain	\$37,342.50	1
Jackson	\$37,323.00	1
Gibson	\$37,186.50	1
Jasper	\$37,186.50	1
Marshall	\$37,186.50	1
Miami	\$37,186.50	1
Starke	\$37,186.50	1
Shelby	\$36,920.00	1
Steuben	\$36,796.50	1
Tippecanoe	\$36,734.36	2
Decatur	\$36,282.22	1
Morgan	\$36,282.22	1
Warren	\$36,103.00	1
Clay	\$33,969.00	1
Putnam	\$33,286.50	1